

Faculty Senate Meeting Agenda
April 14, 2020
(Was to have been in HSEU Auditorium, South Campus)

Via ZOOM: click on link

<https://slu.zoom.us/j/446140328?pwd=VHh1djlhVUVFeEpWbFIFcHQ2MnJlQT09>

Time: 3:30-5:30 CDT

1. Call to Order
2. Roll Call 3.31 pm
3. Moment of Silent Reflection: Gerard Manley Hopkins, S.J., “Spring.” 3.35
4. Approval of February Minutes (2/18/2020) and March Report (3/17/2020). Sent separately. 3.37
5. FS President Report (Ruth Evans) 3.40
6. Enrollment and Retention AY 21 (Kathleen Davis, VP Enrollment and Retention Management) 3.45
7. *Faculty Manual*: two amendments (Miriam Joseph) [electronic voting via Qualtrics will be open from 4.15 to 5 pm CDT (Central Summer Time) during meeting: link to the vote has already been sent to Senators and their proxies] 4.00
8. HLC Re-Accreditation (Steve Sanchez) 4.10
9. Institute of Healing Justice and Equity (Big Ideas initiative) (Ruqaijah Yearby, Professor of Law and Member, Center for Health Law Studies, and Michelle Rolfsmeyer, Program Director, Institute for Healing Justice and Equity) 4.17
10. Governance Committee Report: actionable items in Report sent separately to Senators (Wynne Moskop and Kathy Kienstra) 4.20
11. Academic Affairs Committee Report: Workload Policy (Eric Armbrecht) 4.35
See brief report in Appendices at end of this agenda.
Long-term contracts for non TT faculty
See brief report in Appendices at end of this agenda.
(Stephen Casmier)
12. Joint Provost/Senate Gender Equity Committee Report (Kristin Wilson and Chris Rollins) 4.50
13. Reports from other Senate Committees: 4.57

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| i. | Budget and Finance Committee (Theodosios Alexander) | |
| ii. | Compensation and Fringe Benefits Committee (Chris Sebelski) | |
| iii. | Workday Committee (Elaina Osterbur) | |
| iv. | Policy Review Committee (Rob Hughes) | |
| 14. | Results of the Vote on the <i>Faculty Manual</i> Amendments | 5.15 |
| 15. | Reports from Faculty Assemblies/Councils | 5.16 |
| | CAS, SOM, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated units: CADE, SLUCOR, Phil & Letters | |
| 16. | Old Business | 5.25 |
| | Resolution Requesting President Pestello to Urge Unit Administrators to Support Participation in the Faculty Senate (see Appendices at the end of this agenda) | |
| 17. | New Business | |
| 18. | Announcements | 5.28 |
| | For the sake of brevity, I will not read out these announcements. I have sent out this information in emails. They are here as reminders of items that you need to note. Note that the Norman White Award is especially time-sensitive. | |
| | Call for candidates for election to the FSEC and for President-elect. Notice of Candidates' Forum. | |
| | Norman White Engaged Scholarship and Service Award (self-nominations and nominations by April 17 to Dr Mike Mancini) | |
| | John A. Slosar Award for Shared Governance (no self-nominations: deadline for provisional nominations June 1, final June 12, to Dr Mark Knuepfer) | |
| 19. | Adjournment | 5.30 |

RE 4/13/2020

APPENDICES

I.

Academic Affairs Committee Report to Faculty Senate on Workload Policy

During the 2015-2016 academic year, Faculty Senate and Provost Office demonstrated their commitment to shared governance by collaborating to create the first *University Policy on Faculty Workload*, effective date March 1, 2016.

At the direction of the Faculty Senate Executive Committee, Faculty Senate Academic Affairs Committee conducted an assessment of department, school and college workload policies published on the Provost Office website.

The Faculty Senate Academic Affairs Committee respectfully requests the Provost Office be attentive to the established requirements related to (a) sponsored activity and (b) transparency (i.e., how assigned workload information is shared among faculty colleagues). It is recommended the Provost Office assure all departmental or college/school policy statements be updated by December 15, 2020 in full adherence to all established requirements, as described in *University Policy on Faculty Workload*.

The Faculty Senate Academic Affairs Committee is available to assist the Provost Office with examples of best practices and methods for assessing full adherence.

II.

Academic Affairs Committee

Report to Faculty Senate on Long-Term Contracts and Non-Tenure Track (NTT) Faculty

Last year, two things came of the report the Academic Affairs Committee submitted in April 2019 to the Faculty Senate on long-term, NTT contracts. The senate passed a resolution “directing the Executive Committee to negotiate a process to address longer term contracts which can lead to discussions encouraging the university to increase the percentage of tenure/tenure track faculty within the university.” And Senate members also agreed that the longitudinal data provided by the Office of Institutional Research, which showed a decline in tenure and tenure track appointments, needed further study on a unit by unit basis.

As concerns long-term NTT contracts, the AAC found general support for them university-wide and the faculty resolution seems to agree that they can fulfill an important role so long as the university also maintains the commitment to tenure spelled out in the Faculty manual. According to semantic research, the word “most” in the phrase “the University upholds the value of having most of its faculty members as tenure-track and tenured faculty” almost invariably means substantially greater than 50%, or anywhere from 60% to 90% (Solt). It therefore suggests that offering long-term NTT contracts should be negotiated through a long-term strategic mindset which includes: 1) Assessing the current situation, 2) Defining and describing the end goal, 3) Considering appropriate criteria for tenure across each type of tenurable position, 4) Stabilizing the situation, 5) Designing a deliberate approach, and 6) Recognize the costs and planning for necessary resources.

In the hope of providing more guidance for the FSEC and the Administration concerning each individual unit on this matter, the AAC has been preparing a report that will do what the Faculty Senate president tasked a committee to do two years ago, which is to review trends involving tenure and NTT contracts at SLU on a unit by unit basis. That report never materialized. Such an analysis was again asked for at the April meeting. The AAC is currently conducting such an analysis and most likely will not have this report ready until the fall.

III.

Resolution Requesting President Fred Pestello to Urge Unit Administrators to Support Participation in the Faculty Senate

1. According to the *Faculty Manual* II.E. describing the Organization of Saint Louis University and the Faculty Senate: “The Faculty Senate is the principal organ and voice of the faculty in matters of University-wide concern, and it is the primary means by which the faculty members of the University participate in governance of the University as a whole”;

2. According to the *Faculty Manual* III.G.4 describing the Responsibilities of Faculty Members and Governance: “The University recognizes the value of faculty participation in the shared governance of the University, as described in Sec. III.H.4. Therefore, faculty members are expected to serve on the appropriate committees of their Department, their College, School, or Library, the Faculty Senate, and the University. They are expected to participate in academic planning and formulation of University policies and, to a limited extent, administration of the University”;

3. According to the *Faculty Manual* III.H.4 describing Rights, Powers, Privileges, and Immunities of Faculty Members and Shared Governance: “Shared governance means that important areas of action will involve, at one time or another, the initiating capacity and decision-making participation of each of the institutional components [...] The faculty also have a major role in establishing or modifying general policies that affect the academic mission of the University. On these matters, the views of faculty members will be solicited through the Faculty Senate or the appropriate Faculty Assemblies or equivalent groups before action is taken”;

4. According to *Faculty Manual* III.H.5 describing Rights, Powers, Privileges, and Immunities of Faculty Members and Faculty Organization: “There are three major avenues for faculty participation in governance of the University. At the University level, the faculty acts primarily through the Faculty Senate, which is empowered by the faculty to represent it or act for it on any matter”; and

5. Whereas some academic units at the university have violated the *Faculty Manual* by devaluing participation on the Faculty Senate, and *de facto* penalizing such participation through workload and remuneration policies that do not adequately account for time allocated to shared governance and participation on the faculty senate; now, therefore be it

Resolved, that the Saint Louis University Faculty Senate:

1. urges President Fred Pestello to require all administrators of academic units to reaffirm their commitment to the *Faculty Manual* and Shared Governance by adopting workload and remuneration policies that adequately support and value participation in the Faculty Senate and other crucial shared governance activities.

Minutes of the Faculty Senate, April 14, 2020
Zoom Meeting
3:30 – 5:30 pm

Senators in Attendance:

CAS: Erica Salter, Rob Hughes, Kathryn Kuhn, Simone Bregni (proxy for Julia Lieberman), Pascale Perraudin, Scott Ragland, Wynne Moskop, Stephen Casmier, Jim Burwinkel.

TBV-SON: Jean Krampe, Renee Davis, Elaine Young, Karen Moore.

Doisy: Julie Howe, Mitzi Brammer, Sherry Bicklein, Randy Richter.

SPS: Joe Lyons.

CPHSJ: Stephen McMillin, Jesse Helton, Kristin Wilson, Elizabeth Baker.

Chaifetz School of Business: Frank Wang, Olgun Sahin, Fei Tan.

Parks: Silviya Zustiak, Ronaldo Luna, Theo Alexander.

SOE: Mark Pousson, John James, Sally Beth Lyon.

Law: Kelly Mullholland.

SOM: Andrew Butler, Dawn Davis, Miriam Rodin, Austin Dalrymple, Amy Ravin, Stephen Osmon, Mirjana Vustar, Marie Philipneri, Ángel Baldán, Bilal Khalid, T. Scott Isbell, Ramona Behshad.

Libraries: Lynn Hartke, Amy Pennington, Matthew Tuegel.

Unaffiliated Units: Paula Buchanan.

FSEC: Ruth Evans, Stacey Harris, Doug Rush, Medhat Osman, Terry Tomazic, Ted Vitali.

Guests: Kathleen Davis, Steven Sanchez, Christine Rollins, Ruqaijah Yearby, Michelle Rolfsmeyer

1. The meeting was called to order at 3:30 pm.
2. Roll call: in lieu of a verbal call, to save time attendance was recorded using screen shots were collected of meeting participants.
3. Moment of silent reflection: Gerard Manley Hopkins, S.J. "[Spring](#)"
4. Minutes from the previous meetings on 2/18/2020 and on 3/17/2020 (a list of updates on individual items and reports owing to the cancellation of the meeting) were approved.
5. Report from the Faculty Senate President (Ruth Evans)
 - i. I would like to express my great appreciation to all faculty. So much has happened since we last met 2 months ago. It's been a very stressful time, and there is a lot of anxiety about the future.
 - ii. Terry Tomazic and I attend a weekly meeting of the ULC (University Leadership Council), chaired by President Pestello, in which there are high-level discussions about the impact of COVID-19 on students, staff, faculty, and SLU as an institution, and our preparedness for that impact. The concern is always to protect people – students, staff, faculty. ULC meetings are confidential. The President sends communications on the outcomes of the ULC deliberations to the faculty.

- iii. In my capacity as FS President, I attend a twice-weekly Deans Meeting, chaired by Interim Provost Gillis. Here there is discussion about the impact of COVID-19 on academic affairs, which is then disseminated to faculty through deans and the Provost.
 - iv. The FSEC and senators have been an important resource for faculty views and for populating all the ad hoc committees that have sprung up in response to the COVID-19 crisis. Thank you to all senators and to the FSEC for stepping up, as you have done in so many ways.
6. Enrollment and Retention AY 21 (report by Kathleen Davis, VP Enrollment and Retention Management)

Kathleen Davis gave a 6-slide presentation that was sent by email to Faculty Senators after the meeting and is given in Appendix II at the end of these minutes.

7. Two amendments from Miriam Joseph for the *Faculty Manual*.
Results of the Vote on the *Faculty Manual* Amendments: Votes for: 25; Votes against, 2; Abstentions: 3.
8. HLC Re-Accreditation (Steve Sanchez).

Steve Sanchez's slide presentation was sent by email to Faculty Senators after the meeting.

9. Presentation on the Institute of Healing, Justice and Equity (Big Ideas Initiative) by Ruqaiijah Yearby (Professor of Law, Member of the Center for Health Law Studies) and Michelle Rolfsmeyer (Program Director, Institute for Healing Justice and Equity).

10. Governance Committee Report (Wynne Moskop, Kathy Kienstra).

Dear Senate Colleagues,

*We are sending the Governance Committee Report (provided in **Appendix I** at the end of this agenda) for next Tuesday's Senate meeting. It includes five resolutions that our committee proposes for a vote at that meeting.*

The resolutions are intended as a step toward an academic senate. However, they are important for enhancing a faculty voice in shared governance of our academic mission under the current Faculty Manual—regardless of whether we ultimately opt to move to an academic senate. We will go through the resolutions and respond to questions at the meeting, but we hope that you can take time to review the resolutions before then. Meanwhile, we welcome your comments and questions, either on this discussion list or by email to the committee co-chairs.

Thanks for your attention.

*Kathy Kienstra and Wynne Moskop, Co-Chairs
Senate Governance Committee*

The 5 resolutions were presented and discussed. It was agreed that they be rewritten and re-presented at the May Senate meeting for a vote.

11. Academic Affairs Committee Reports. A brief report on **Workload Policy** from Eric Ambrecht is provided in **Appendix III** at end of this agenda. A brief report on **Long-term contracts for non-tenure track faculty** from Stephen Casmier is provided in **Appendix IV** at end of this agenda.
12. Joint Provost/Senate Gender Equity Committee Report from Kristin Wilson and Chris Rollins.
 - i. Joint Committee of the Provost and Faculty Senate on Gender Equity has been meeting monthly over the course of this academic year. From the beginning, our efforts have been focused on identifying and obtaining data to understand existing gender equity issues. We recognize that it is not only about the data, but that perceptions are also important in understanding the context of inequities that exist. Obtaining and understanding the data is important, however, in that it contributes to a more transparent understanding of the status of gender equity within our university and also drives our recommendations to the Provost in that having data on a variety of metrics contributes to developing decision and allocation methodologies to support equity or where appropriate, mitigate gender inequity.
 - ii. To that end, the Gender Equity Committee has set forth their activity in a few specific areas for this first full year of the committee. These activities have focused on working to obtain and understand available data through the Provost's Office of Institutional Research. In addition, where data was not yet available, discussing and identifying important questions/issues related to what we want to know from the data was ongoing.
 - 1) Faculty Fellow Search – this is a key position that will support the work of the Gender Equity Committee. Progress is being made to fill this position. With that position vacant this past year, work of the GE committee was focused on doing what it could, given the limited capacity of the committee members. One of the important questions to be answered is “What does gender equity look like at SLU?”
 - 2) Examining data and where able, make recommendations to the Provosts office. The additional areas of work include: compensation, workload, and issues regarding non-tenure track faculty. These additional areas were identified as ongoing areas of concern in the original Faculty Senate Gender Equity Task force.
 - 3) We appreciate all of the efforts of Chris Sebelski and her Committee regarding compensation. The Gender Committee has been working side-by-side to make recommendations about how the 1% equity pool will be disbursed. These funds will not solve the problem, but they are a step in the correct direction

13. Reports from other Senate Committees:
- i. Budget and Finance Committee (Theodosios Alexander)

Dear colleagues,

The BFC met on December 11, 2019 with the VP and CFO David Heimburger, and the VP for Development Sheila Manion, who answered a lot of our previous questions. The BFC members asked many additional questions, which we are drafting into a list to send to the CFO, so he can help us understand things better in future BFC meetings. We also asked for benchmarked data for many elements of the revenue and expense side of the annual budget, and of the three-year budget plan, which will take some time to collect. The two VPs agreed they will work to start collecting some of these data for future meetings.

The BFC met on February 21, 2020 with the VP and CFO David Heimburger. In that meeting the CFO announced that the three-year budget plan has been presented to members of the Finance Committee, the Chair and Vice Chair of the Board, and others, about 20 Trustees; and it would be presented to the full Board along with the proposed budget in the May meeting of the Board of Trustees. As the COVID-19 crisis has changed a lot of the assumptions that were made for the three-year budget plan and for the annual budget, I asked for a meeting of the BFC with the CFO. The CFO confirmed that a lot has changed since February because of the COVID-19 effects and asked that first there are one or two meetings of the small three-year budget planning group. The first meeting of this smaller group is now scheduled for April 23rd. We will keep you informed as things develop.

Respectfully submitted by Theodosios Alexander, Chair, Faculty Senate's Budget and Finance Committee
 - ii. Compensation and Fringe Benefits Committee (Chris Sebelki):

The work of the CFBC is ongoing with meetings with the Provost's office (Stacey Harrington and Patrick Kelly) and the Gender Equity Committee (Kristin Wilson and Christine Rollins) regarding the process and criteria for the proposed 1% distribution for internal equity issues. We recognize that discussions are ongoing regarding the impact of the current public health crisis. The CFBC is committed to continued advocacy for a proactive and forward-thinking approach to compensation with an understanding of the long-term impact of decisions of today.
 - iii. Workday Committee (Elaina Osterbur)
 - iv. Policy Review Committee (Rob Hughes)
14. Results of the Vote on the *Faculty Manual* Amendments
- a. Votes for: 25; Votes against, 2; Abstentions: 3.
15. Reports from Faculty Assemblies/Councils:
- CAS Faculty Council Report (Jonathan Sawday)***
I should like the following items be noted by Senate:

- *The FC of CAS voted to accept the revised core proposals.*
- *Appointment of new Dean to CAS: our understanding is that this has been put on hold, pending the possibility of inviting a candidate to St. Louis for further discussion once we have surmounted the current difficulties. Prof Mike Lewis has agreed to extend his interim tenure of this position, for which we are very grateful.*
- *CAS Restructuring: The timeline for the report of the Interim Provost's Task Force has been (I understand) put back somewhat.*
- *CAS FC is currently working to populate its representation on the "new" UCC and the various curricula sub-committees.*

Reports from SOM, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated units: CADE, SLUCOR, Phil & Letters held over until the May Senate meeting.

16. Old Business:

Resolution Requesting President Pestello to Urge Unit Administrators to Support Participation in the Faculty Senate (see **Appendix V** at the end of this agenda).
Adopted by a majority vote.

17. New Business. None.

18. Announcements:

Call for candidates for election to the FSEC and for President-elect. Notice of Candidates' Forum.

Norman White Engaged Scholarship and Service Award (self-nominations and nominations **by April 17** to Dr Mike Mancini)

John A. Slosar Award for Shared Governance (no self-nominations: deadline for provisional nominations June 1, final June 12, to Dr Mark Knuepfer)

19. Meeting Adjourned at 5:30pm

Next meeting: Tuesday May 12, 3.30 – 5.30 pm, via Zoom. A link will be sent out to senators.

Respectfully submitted
Andrew Butler, FSEC

APPENDICES

I.

Senate Governance Committee Report to the Faculty Senate

Kathy Kienstra and Wynne Moskop, Co-Chairs

The Senate Governance Committee proposes the five resolutions below as a step toward developing an academic senate at SLU. However, these resolutions are important regardless of whether we ultimately opt for an academic senate. They are intended to enhance the role of faculty in university-level shared governance procedures and structures related to academic affairs, as the existing *Faculty Manual* requires.

Historically, SLU's Faculty Senate has been connected only peripherally to governance of academic affairs, which is primarily based at the department and college or school level, which is appropriate, given the diversity of disciplinary expertise in the University and principles of subsidiarity. Coordination of academic affairs above the local level rests with the Provost's office and several university-wide committees, each with its own narrow purview. Some of these committees are UAAC, GAAC, Program Review Committee, Portfolio Review Committee, University Core Curriculum Committee, University Rank and Tenure Committee, and Research Committees housed in the office of the OVPR. None of these committees reports to the Faculty Senate; all report to the Provost or the President. There is, then, no established university-level faculty governance body that has information about, much less capacity to coordinate, university-level academic decisions and policies, strengthen academic strategic planning, and ensure consistency with principles of subsidiarity. We propose the following resolutions as steps toward strengthening the coherence of university-level academic decisions, policies, and strategic planning through enhancing the level of faculty participation. We rely on *Faculty Manual* III.H.4:

The faculty, acting through the faculty organizations described in Sec. III.H.5, have primary responsibility for setting the academic requirements for the degrees offered by the University; determining the contents of University courses and the methods of instruction to be used; setting standards for admission of students to the University; recommending the specific individuals who will be granted earned degrees; and recommending faculty appointments, promotions, and tenure according to the norms and procedures of Secs. III.B-F.

The faculty also have a major role in establishing or modifying general policies that affect the academic mission of the University. On these matters, the views of faculty members will be solicited through the Faculty Senate or the appropriate Faculty Assemblies or equivalent groups before action is taken.

Governance Committee Resolutions proposed for the April 14 Senate meeting:

I. University financial and administrative support for the Faculty Senate

Whereas *Faculty Manual* III.H.4 mandates that faculty "have a major role in establishing or modifying general policies that affect the academic mission of the University," and *Faculty Manual* III.H.4 and 5 designate the Faculty Senate as the voice of the faculty in shared governance at the university level; and

Whereas the Senate cannot adequately fulfill its proper role in shared governance without administrative and financial support from the University; therefore be it

Resolved,

The Faculty Senate respectfully requests that the University President invest in shared governance by providing the Faculty Senate with sufficient resources to support faculty participation in shared governance decisions, as other university administrations commonly do. Specifically, we request 1) a dedicated staff person to consistently maintain Senate and Senate committee websites, keep track of the flow of documents, and schedule meetings; 2) release time from teaching for the Senate President and Secretary to support their time-consuming responsibilities (Funds to cover adjunct faculty for one course per year should be provided to the home departments of the President and Secretary. In cases where the faculty member's specialized teaching obligations cannot be fulfilled by an adjunct, alternative means of supporting the faculty member should be explored. For example, a graduate assistant might be helpful.); and 3) dedicated technology support including access to university software.

Explanation: Faculty cannot participate effectively in shared governance of the university, according to terms of the Faculty Manual, without Administration support for the Senate, as the voice of the faculty. Every Senate President we spoke with at another university indicated that administration at their university provides financial and staff support to the Senate. (Examples: Senate Presidents at Fordham, Northwestern, Georgetown, Dayton, and Penn State). In addition, the Senate needs technical support to build a platform that is relatively immune to staff turnover. This would include a board-of-directors' style tech/website support with the capacity to track the flow of documents, facilitate electronic voting, register whether eligible voters have read documents, etc. Sys-op privileges on WorkDay/Banner, CollegeNet, and/or similar would allow a Senate website/page that only senators/officers would be able to access as appropriate and which would provide automatic date/time-stamping and tracking.

2. The role of the Faculty Senate in decisions related to the university's academic mission

Be it further resolved,

The Faculty Senate, working through its Academic Affairs Committee and its Governance Committee, should work with the Provost, as chief academic officer, to coordinate the work of university committees with academic and research responsibilities and to ensure that decisions relevant to academic decisions and policies are not made outside established shared governance bodies and procedures. To these ends,

- a. The Senate respectfully requests that the University President and Provost direct all university-level committees with academic and research responsibilities to submit reports to the President of the Faculty Senate as well as to the Provost.
- b. The Senate directs the Senate President to distribute reports from university-level academic and research committees to the chairs of the Senate Academic Affairs Committee and the Senate Governance Committee.
- c. The Senate charges the Academic Affairs Committee to (1) collect information about the work of university-level academic and research committees, (2) identify areas of academic decision-making or academic committees that do not fall within the purview of established faculty governance bodies, and (3) collaborate with the Governance Committee to develop appropriate faculty governance bodies in areas where shared governance is inadequate or neglected.

Explanation: At SLU, university-level academic responsibilities are vested in a variety of committees, including UAAC, GAAC, Program Review Committee, Portfolio Review Committee, University Core Curriculum Committee, University Rank and Tenure Committee, Research Committees housed in the office of the OVPR. Most of these committees have been established in an ad hoc way according to circumstances of the moment. Most appear to have appropriate faculty representation and to serve their specified purpose.

From the standpoint of faculty participation in shared governance, the difficulty is that there is no faculty body that receives information about these committees, coordinates their work, or addresses gaps they may leave in academic shared governance. As things stand, gaps in the different purviews of academic committees seem to allow administrators flexibility to act without adequate faculty consultation. The purpose of having the Academic Affairs Committee coordinate the work of academic committees is not to supervise or to second-guess the work done by any appropriately representative faculty committee or other body. Rather the purpose is to understand and disseminate what such committees do, ensure that their work is conveyed to established shared governance bodies, identify any areas where shared governance may not be adequate, and develop shared governance mechanisms to address those areas. Some existing committees already send reports to the Senate President. GAAC and UAAC, for example, include a representative of the Senate as a nonvoting member; that representative is supposed to report the committee's work to the Senate President. The work of some committees, such as Rank and Tenure or Program Review, is confidential. In those cases, a report to the Senate might include an overview of work accomplished and notice of the kinds of problems the committee encounters.

3. Violations of the purpose of Faculty Manual shared governance provisions

Whereas some areas of academic governance within the academic responsibility of the faculty according to *Faculty Manual* III.H.4 have fallen outside the different purviews of existing faculty committees related to academic affairs; and,

Whereas Administration decisions and policies on academic affairs require consultation with the Senate or, where appropriate, with faculty governance bodies of schools or colleges; therefore be it

Resolved,

The Faculty Senate considers that actions below violate the terms of Faculty Manual III.H.4:

- a. Creation of any center inside existing colleges and schools without approval by established faculty governance bodies in those colleges and schools.
- b. Creation of any center outside existing colleges and schools, and thus outside the purview of established faculty governance bodies, without approval by the Senate, as the only faculty governance body available.
- c. Creation of any university-level committees related to academic affairs, policies, procedures, research, curriculum, program review, or other academic task, without Senate approval.
- d. Hiring of faculty, fellows, researchers, or other personnel with academic responsibilities (regardless of title) outside an established faculty governance process or, if such process is not in place, a process approved by the Faculty Senate.

- e. The Senate regards any academic hires or centers established without approval by appropriate faculty bodies as violations of the FM III.H.4 and, therefore, as violation of the legal agreement between faculty, administrators, and trustees. Such violations will be documented and reported to the President, the Provost, and the Board of Trustees.

4. Steps the Senate might take when the President or the Provost disagrees with the Senate over consultation required by the Faculty Manual

Whereas the Senate has not specified what steps it may take if it considers consultation with faculty required by the Faculty Manual to be inadequate or absent, or if the President or Provost does not respond to Senate resolutions as *Faculty Manual* III.H.6 requires, the Senate may take the following steps; be it

Resolved,

- a. The Senate President and Executive Committee will work with Administrators to develop a remedy that is acceptable to the Senate.
- b. If disagreement with administrators about appropriate faculty consultation cannot be resolved, the Senate, through its President and Executive Committee, may communicate the specific violation of Faculty Manual shared governance provisions to all levels of the university, including the Board of Trustees, which “has final authority for all matters relating to the University and its governance” (*Faculty Manual*, opening paragraph).

Explanation: Administrators have sometimes taken advantage of gaps in academic governance left by existing committees to create new centers with academic goals and responsibilities, and hired persons with academic responsibilities, without approval by an established faculty governance body. The Senate and the Executive Committee have objected to these steps as violations of the spirit, and sometimes the letter, of the Faculty Manual. Although the Faculty Manual requires the President to respond to Senate resolutions within 30 days, that has not always happened (for example in the case of the 2019 resolution and report on donor influence). It may be helpful for the Senate to clarify—for itself and for administrators—what steps the Senate may consider in such cases.

5. Alignment of faculty workload with participation in shared governance

Whereas, *Faculty Manual* III.G.4 states that “The University recognizes the value of faculty participation in the shared governance of the University, as described in Sec. III.H.4,” and mandates that faculty “serve on the appropriate committees of their Department, their College, School, or Library, the Faculty Senate, and the University.... [and] participate in academic planning and formulation of University policies and, to a limited extent, administration of the University”; and

Whereas some academic units at the university have violated the *Faculty Manual* by devaluing participation on the Faculty Senate, and *de facto* penalizing such participation through workload and remuneration policies; be it

Resolved,

The Senate urges President Fred Pestello to require all administrators of academic units to reaffirm their commitment to the Faculty Manual and Shared Governance by adopting

workload and remuneration policies that adequately support, encourage, and value participation in the Faculty Senate and other crucial shared governance activities.

Explanation: Earlier a similar resolution was proposed in the Senate in response to a change in SOM workload policy that effectively restricted ability of medical school faculty to perform service obligations required under the Faculty Manual. Since then, the Governance Committee has learned that workload policies in some other schools and colleges present similar problems. While recognizing that workload policies differ among schools and colleges, the Senate should be concerned when any policy effectively devalues, discounts, or discourages faculty service obligations defined in the Faculty Manual. Shared governance depends on faculty service.

II.
Kathleen Davis,
VP Enrollment and Retention Management

| | | | | |
|-----------------|-------------------|-------------|-------------|-------------|
| Freshmen | 4/13/2020 | | | |
| | First Year | 2020 | 2019 | 2018 |
| | App | 11082 | 10891 | 8752 |
| | Admit | 9175 | 8581 | 8291 |
| | Deposit | 899 | 1032 | 859 |
| | | | | |
| | Deposit May 2 | | 1878 | 1515 |
| | Difference | | 846 | 656 |
| | Salesforce Data | | | |

- New Initiatives**
- Accepting Duolingo
 - Test Optional
 - Concerted Effort to Refer Students to SPS
 - Summer Head Start

Initiatives Under Review

- SLU 101 Plan: Online and On-Campus
- Fall Welcome Online, Hybrid, On-Campus
- Continuous Review of Price and Financial Aid
 - New and Returning Students
- Alumni Career Services and Incentives to Return to School

Fall 2020 Undergraduate Registration Dates

- Priority Seniors: Monday, March 30, 2020
- Seniors: Tuesday, March 31, 2020
- Priority Juniors: Monday, April 6, 2020
- Juniors: Tuesday, April 7, 2020
- Priority Sophomore: Monday, April 13, 2020
- Sophomore: Tuesday, April 14, 2020
- Priority Freshmen: Monday, April 20, 2020
- Freshmen: Tuesday, April 21, 2020

Fall Enrollment Weekly Trend: 2018-2020

Current Week #:

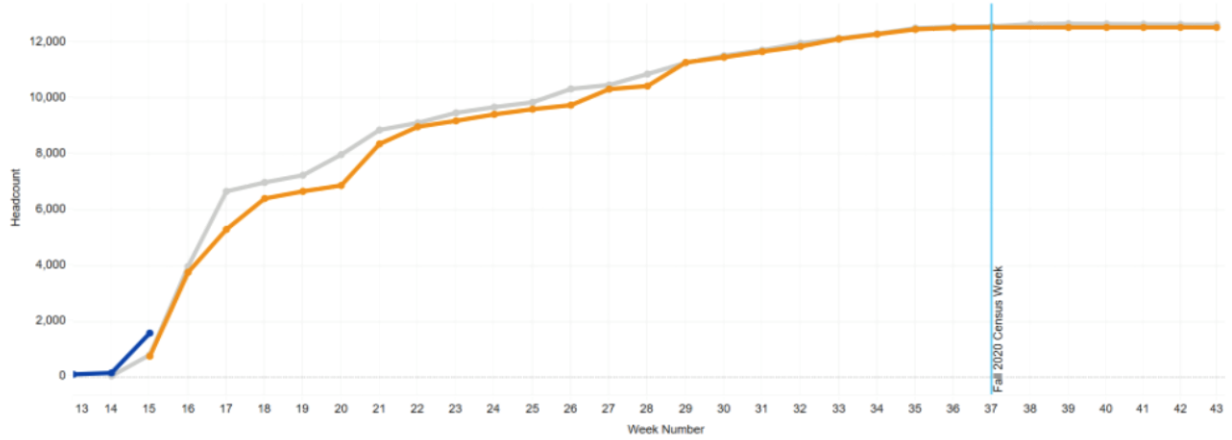
Census data are not included. The counts are from preliminary extracts that run on Monday of each week.

Filters affect data on this view:

| | | | | | |
|----------|---------|---------------|------------------------|--------------|-------|
| Semester | College | Student Level | Student Classification | Student Type | FTPT |
| (All) | (All) | (All) | (All) | (All) | (All) |

Semester

- Fall 2020
- Fall 2019
- Fall 2018



III.
Academic Affairs Committee
Report to Faculty Senate on Workload Policy

During the 2015-2016 academic year, Faculty Senate and Provost Office demonstrated their commitment to shared governance by collaborating to create the first *University Policy on Faculty Workload*, effective date March 1, 2016.

At the direction of the Faculty Senate Executive Committee, Faculty Senate Academic Affairs Committee conducted an assessment of department, school and college workload policies published on the Provost Office website.

The Faculty Senate Academic Affairs Committee respectfully requests the Provost Office be attentive to the established requirements related to (a) sponsored activity and (b) transparency (i.e., how assigned workload information is shared among faculty colleagues). It is recommended the Provost Office assure all departmental or college/school policy statements be updated by December 15, 2020 in full adherence to all established requirements, as described in *University Policy on Faculty Workload*.

The Faculty Senate Academic Affairs Committee is available to assist the Provost Office with examples of best practices and methods for assessing full adherence.

IV.
Academic Affairs Committee
Report to Faculty Senate on Long-Term Contracts and Non-Tenure Track (NTT) Faculty

Last year, two things came of the report the Academic Affairs Committee submitted in April 2019 to the Faculty Senate on long-term, NTT contracts. The senate passed a resolution “directing the Executive Committee to negotiate a process to address longer term contracts which can lead to discussions encouraging the university to increase the percentage of tenure/tenure track faculty within the university.” And Senate members also agreed that the longitudinal data provided by the Office of Institutional Research, which showed a decline in tenure and tenure track appointments, needed further study on a unit by unit basis.

As concerns long-term NTT contracts, the AAC found general support for them university-wide and the faculty resolution seems to agree that they can fulfill an important role so long as the university also maintains the commitment to tenure spelled out in the Faculty manual. According to semantic research, the word “most” in the phrase “the University upholds the value of having most of its faculty members as tenure-track and tenured faculty” almost invariably means substantially greater than 50%, or anywhere from 60% to 90% (Solt). It therefore suggests that offering long-term NTT contracts should be negotiated through a long-term strategic mindset which includes: 1) Assessing the current situation, 2) Defining and describing the end goal, 3) Considering appropriate criteria for tenure across each type of tenurable position, 4) Stabilizing the situation, 5) Designing a deliberate approach, and 6) Recognize the costs and planning for necessary resources.

In the hope of providing more guidance for the FSEC and the Administration concerning each individual unit on this matter, the AAC has been preparing a report that will do what the Faculty Senate president tasked a committee to do two years ago, which is to review trends involving tenure and NTT contracts at SLU on a unit by unit basis. That report never materialized. Such an analysis was again asked for at the April meeting. The AAC is currently conducting such an analysis and most likely will not have this report ready until the fall.

V.

Resolution Requesting President Fred Pestello to Urge Unit Administrators to Support Participation in the Faculty Senate

1. According to the *Faculty Manual* II.E. describing the Organization of Saint Louis University and the Faculty Senate: “The Faculty Senate is the principal organ and voice of the faculty in matters of University-wide concern, and it is the primary means by which the faculty members of the University participate in governance of the University as a whole”;

2. According to the *Faculty Manual* III.G.4 describing the Responsibilities of Faculty Members and Governance: “The University recognizes the value of faculty participation in the shared governance of the University, as described in Sec. III.H.4. Therefore, faculty members are expected to serve on the appropriate committees of their Department, their College, School, or Library, the Faculty Senate, and the University. They are expected to participate in academic planning and formulation of University policies and, to a limited extent, administration of the University”;

3. According to the *Faculty Manual* III.H.4 describing Rights, Powers, Privileges, and Immunities of Faculty Members and Shared Governance: “Shared governance means that important areas of action will involve, at one time or another, the initiating capacity and decision-making participation of each of the institutional components [...] The faculty also have a major role in establishing or modifying general policies that affect the academic mission of the University. On these matters, the views of faculty members will be solicited through the Faculty Senate or the appropriate Faculty Assemblies or equivalent groups before action is taken”;

4. According to *Faculty Manual* III.H.5 describing Rights, Powers, Privileges, and Immunities of Faculty Members and Faculty Organization: “There are three major avenues for faculty participation in governance of the University. At the University level, the faculty acts primarily through the Faculty Senate, which is empowered by the faculty to represent it or act for it on any matter”; and

5. Whereas some academic units at the university have violated the *Faculty Manual* by devaluing participation on the Faculty Senate, and *de facto* penalizing such participation through workload and remuneration policies that do not adequately account for time allocated to shared governance and participation on the faculty senate; now, therefore be it

Resolved, that the Saint Louis University Faculty Senate:

1. urges President Fred Pestello to require all administrators of academic units to reaffirm their commitment to the *Faculty Manual* and Shared Governance by adopting workload and remuneration policies that adequately support and value participation in the Faculty Senate and other crucial shared governance activities.